



Organization: MERCEDES ISD  
 Campus/Site: N/A  
 Vendor ID: 1746001718

County District: 108907  
 ESC Region: 01  
 School Year: 2023-2024

SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**General Information  
 GS2000 - Certify and Submit**

Due: 04/02/2024 11:59 PM  
 Application Status: Submitted

Amendment #: 00  
 Version #: 01

| Description  | Required | Status   | Last Update         |
|--|----------|----------|---------------------|
| <b>General Information</b>                         |          |          |                     |
| GS2100 - Applicant Information                     | *        | Complete | 03/25/2024 08:34 AM |
| GS2300 - Negotiation Comments and Confirmation     |          | New      |                     |
| <b>Program Description</b>                         |          |          |                     |
| PS3013 - Program Plan                              | *        | Complete | 03/25/2024 08:35 AM |
| PS3014 - Program Narrative                         | *        | Complete | 04/01/2024 11:54 AM |
| <b>Program Budget</b>                              |          |          |                     |
| BS6001 - Program Budget Summary and Support        |          | New      |                     |
| BS6101 - Payroll Costs                             |          | New      |                     |
| BS6201 - Professional and Contracted Services      |          | New      |                     |
| BS6401 - Other Operating Costs                     |          | New      |                     |
| BS6501 - Debt Services                             |          | New      |                     |
| BS6601 - Capital Outlay                            |          | New      |                     |
| <b>Provisions Assurances and Certifications</b>    |          |          |                     |
| CS7000 - Provisions, Assurances and Certifications | *        | Complete | 04/01/2024 11:55 AM |

**Certification and Incorporation Statement**

I hereby certify that the information contained in this application is, to the best of my knowledge, correct and that the organization named above has authorized me as its representative to obligate this organization in a legally binding contractual agreement. I further certify that any ensuing program and activity will be conducted in accordance with all applicable Federal and State laws and regulations; application guidelines and instructions; the general provisions and assurances, debarment and suspension certification, lobbying certification requirements, special provisions and assurances, and the schedules submitted. It is understood by the applicant that this application constitutes an offer and, if accepted by the Texas Education Agency or renegotiated to acceptance, will form a binding agreement.

**Authorized Official** Select Contact:  or

|                     |            |                                 |                       |
|---------------------|------------|---------------------------------|-----------------------|
| First Name: Maria   | Initial: J | Last Name: Chavez               | Title: Superintendent |
| Phone: 956-514-2022 | Ext:       | E-Mail: maria.chavez@misdtx.net |                       |

**Submitter Information**

|                          |  |
|--------------------------|--|
| First Name: Mona         | Last Name: Guerra                            |
| Approval ID: mona.guerra | Submit Date and Time: 04/01/2024 07:11:33 PM |



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**General Information  
 GS2100 - Applicant Information**

**Part 1: Organization Information**

| A. Applicant                        |           |                 |
|-------------------------------------|-----------|-----------------|
| Organization Name: MERCEDES ISD     |           |                 |
| Mailing Address Line 1: P O BOX 419 |           |                 |
| Mailing Address Line 2:             |           |                 |
| City: MERCEDES                      | State: TX | Zip Code: 78570 |

| B. Unique Entity Identifier (SAM) |
|-----------------------------------|
| UEI (SAM):                        |

**Part 2: Applicant Contacts**

| A. Primary Contact               | Select Contact: | Select One                     | or | Add New Contact |
|----------------------------------|-----------------|--------------------------------|----|-----------------|
| First Name: Mona                 | Initial: E      | Last Name: Guerra              |    |                 |
| Title: Federal Programs Director |                 |                                |    |                 |
| Telephone: 956-984-9085          | Ext.:           | E-Mail: mona.guerra@misdtx.net |    |                 |

| B. Secondary Contact    | Select Contact: | Select One                      | or | Add New Contact |
|-------------------------|-----------------|---------------------------------|----|-----------------|
| First Name: Maria       | Initial: J      | Last Name: Chavez               |    |                 |
| Title: Superintendent   |                 |                                 |    |                 |
| Telephone: 956-514-2022 | Ext.:           | E-Mail: maria.chavez@misdtx.net |    |                 |



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## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### General Information GS2300 - Negotiation Comments and Confirmation

#### Part 1: General Comments

##### General Comments (TEA Use Only)

#### Part 2: Negotiation Items

This schedule is for TEA to document any required changes and communications to the applicant in the event this application requires negotiation. It will also require applicants to acknowledge that they have made the changes requested.

Applicants: For all negotiation notes below, please make the requested changes in the grant application itself.

- Please do check the "Change Completed" box.
- Please do not enter information in the "Grantee Comments" section, unless you are specifically instructed to do so.

| Negotiation Items |   |
|-------------------|---|
| 1.                | <div style="display: flex; justify-content: space-between;"> <div>Date: <input type="text"/></div> <div>Schedule: <input type="text" value="Select One"/></div> </div> <div style="border: 1px solid black; padding: 5px;"> <p>TEA Negotiation Note:</p> <div style="border: 1px solid black; height: 50px;"></div> </div> <div style="display: flex; justify-content: space-between; align-items: flex-end;"> <div style="border: 1px solid black; padding: 5px;"> <p>Grantee Comments:</p> <div style="background-color: #cccccc; border: 1px solid black; height: 50px;"></div> </div> <div> <input type="checkbox"/> LEA Completed Change         </div> </div> |

Add Row

Delete Row



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## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3013 - Program Plan

#### A. Standard Statutory/Program Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- The applicant provides assurance that program funds will supplement (increase the level of service), and not supplant (replace) state mandates, State Board of Education rules, and activities previously conducted with state or local funds. The applicant provides assurance that state or local funds may not be decreased or diverted for other purposes merely because of the availability of these funds. The applicant provides assurance that program services and activities to be funded from this IDC will be supplementary to existing services and activities and will not be used for any services or activities required by state law, State Board of Education rules, or local policy.
  - The applicant provides assurance that the application does not contain any information that would be protected by the Family Educational Rights and Privacy Act (FERPA) from general release to the public.
  - The applicant provides assurance to adhere to all the Statutory and TEA Program requirements as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines.
  - The applicant provides assurance to adhere to all the Performance Measures, as noted in the 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program Program Guidelines, and shall provide to TEA, upon request, any performance data necessary to assess the success of the program.
  - The applicant assures that any Electronic Information Resources (EIR) produced as part of this agreement will comply with the State of Texas Accessibility requirements as specified in 1 Texas Administrative Code (TAC) 206, 1 TAC Chapter 213, Federal Section 508 standards, and the Web Content Accessibility Guidelines (WCAG) 2.0 level AA.

#### B. Program Assurances Regarding Applicant-EPP Partnership

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- A. The applicant must assure that they have a signed letter of commitment with an educator preparation program included on the Vetted Teacher Residency Program list. The letter should confirm the partnership with the applicant for year-long residencies, and the EPP's commitment to strategic staffing efforts and partnership responsibilities outlined in the grant assurances.
  - B. The applicant must assure that they will hold structured governance meetings with their EPP partner at least quarterly to analyze teacher resident data and develop plans for teacher residency continuous improvement during the SY 25-26 residency implementation year.
  - C. The applicant must assure that they will provide preferential hiring, to the greatest extent possible, to teacher residents who have successfully completed the teacher residency program and received standard certification.
  - D. The applicant must assure that they will report the following data to TEA during the SY 25-26 grant implementation year: I. Number of teacher residents participating in the year-long teacher residency, II. Demographics of teacher residents participating in the program, III. Number and type of teacher certifications awarded to teacher residents IV. Selected staffing models implemented



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## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3013 - Program Plan

#### C. Texas Strategic Staffing (TSS) Technical Assistance for Design and Implementation and Shared District/Charter and EPP

##### Assurances

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- A. The applicant and their EPP partner(s) assure to sign a letter of commitment or an established memorandum of understanding (MOU) with the regional Texas Strategic Staffing technical assistance provider or, where necessary, TEA appointed technical assistance provider.
  - B. The applicant must assure that the lead point-person would be engaged in all the strategic staffing responsibilities during the design and implementation year, including coordinating with other key district/charter leadership at various points of the design process, and manage implementation year.
  - C. The applicant must assure they will work closely with a technical assistance provider for the 24-25 and 25-26 school years to make key decisions and design structures that enable internal capacity to continue the strategic staffing models without the support of the technical assistance provider in SY 2026-2027 and beyond.
  - D. The applicant and their partner EPP(s) must assure they will set shared goals for district/charter paid resident placements in mutually beneficial staffing model positions.
  - E. The applicant and EPP partner must assure that the teacher resident year-long clinical teaching assignment provides candidates with one full school year of clinical teaching, to include the first and last day of school, in a classroom with a qualified host teacher in the classroom teaching assignment(s) that matches the certification category sought by the candidate. The residency must include a minimum of 750 hours in total, with a minimum of 21 hours per week during a school week that does not include closures or disruptions, and the program must document reduced clinical experience hours during weeks with closures or disruptions. (Please note: Updates to this requirement may occur pending State Board of Educator Certification (SBEC) revisions to Texas Administrative Code establishing rules for vetted residency programs. Requirements for the residency experience will align with any rules adopted into TAC for 24-25 or 25-26.)
  - F. The applicant and EPP partner must assure that they will provide training and support in mentorship and co-teaching best practices for host teachers.
  - G. The applicant and EPP partner must assure that they will adhere to all educator preparation program requirements in the Texas Administrative Code (TAC).
  - H. The applicant must assure that a designated team of district/charter, campus, and partner EPP-level leaders will actively participate in strategic staffing model training and technical assistance support activities beginning in SY 2024-2025. The designated team must include at least one district/charter and EPP-level leader and a selected set of leaders from each campus on which teacher residents are placed.
  - I. The applicant and EPP must attend sustainability meetings with their technical assistance provider each semester of SY 2025-2026 implementation year in order to determine sustainable strategic staffing model and funding sources after the life of the grant.
  - J. The applicant must assure that they will design and implement a strategic staffing model plan that will ensure that the teacher residency model will be sustainable, fully-funded by district/charter dollars, by SY 2025-2026. The plan must include sustainable funding for teacher resident stipends/salaries.

#### D. Program Assurances Regarding High-Quality, Sustainable Residency Funding

1. The following assurances apply to this program. In order to meet the requirements of the program, the applicant must comply with these assurances. Selecting all assurances is required.
- A. The applicant must assure that they will provide each teacher resident placed within the district/charter a stipend. Districts/Charters will work with their EPP to mutually agree on a stipend amount. The minimum recommended stipend amount per resident is \$10,000-\$12,000 per year; districts and EPPs should make a good faith effort to get as close as possible to (or higher than) the recommended stipend amount.
  - B. The applicant must assure that they will allocate and use the residency and strategic staffing implementation funding specifically for program specific requirements.



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## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

Please include complete responses for each question below.

#### A. Summary of Program

1. Provide an overview of the program to be implemented with grant funds. Include the overall mission and specific needs of the organization. Describe how the program will address the mission and needs.

The core mission of the Mercedes Independent School District (MISD) is to offer a versatile educational experience founded on the belief that all students possess the capacity to succeed. Central to achieving this mission are our highly qualified teachers. However, similar to numerous districts nationwide, MISD has encountered challenges in recruiting and retaining teachers in the wake of the COVID-19 pandemic. Mercedes ISD finds itself compelled to devise a strategic staffing plan to address both current vacancies and those anticipated due to teacher retirements in the future. To tackle this issue, the MERIT (Mercedes ISD Educator Residency & Instructional Training) Program will be established as a paid teacher residency initiative, forged through a partnership between MISD and the University of Texas - Rio Grande Valley (UTRGV). This program will furnish a paid, full-year clinical teaching residency encompassing the entirety of the academic year, beginning from the first day of school and concluding on the last, during which participants will collaborate with highly qualified mentor teachers. The residency will align with the elementary classroom teaching assignments relevant to the certification sought by the teacher resident. Through this collaborative endeavor, our objective is to attract, nurture, and retain a cadre of highly qualified educators. By doing so, we anticipate enhancing our teaching and learning methodologies, thereby fostering improved student outcomes.

#### B. Qualifications and Experience for Key Personnel

1. Outline the required qualifications and experience for primary project personnel and any external consultants projected to be involved in the implementation and delivery of the program. Include whether the position is existing or proposed.

Erica Flores, Human Resources Director (existing): Responsible for attending all required meetings with technical assistance provider and UTRGV, supports training for teacher residents and mentors, manage grants program requirement submissions with TEA, monitor staffing model implementation, manage communication across the district and UTRGV, collect data towards goals, co-lead implementation site visits, attend/contribute to recruitment and sustainability meetings

Evangelina Gracia, Director of Elementary Education, MISD (existing): Responsible for assisting in project management, implementation and evaluation of program objectives.

Principal at perspective campus (existing): Responsible for assisting in project management, implementation and evaluation of program objectives.

Dr. Zulmaris Diaz, UTRGV (existing): Responsible for ensuring all EPP requirements are met for teacher residents.

Mona Guerra, Director of Innovation, MISD (existing): Responsible for assisting in data collection and program evaluation as well as grant budget management.

#### C. Goals, Objectives and Strategies

1. Describe the major goals/objectives of the proposed program. What activities/strategies will be implemented to meet those goals/objectives?

Objective One - Recruitment and Retention: The primary goal of the MERIT Program is to recruit and retain highly qualified educators to serve within Mercedes Independent School District (MISD). To achieve this goal, the program aims to attract promising teacher candidates through a comprehensive recruitment strategy while providing ongoing support and mentorship to residents throughout their clinical teaching residency. By cultivating a supportive environment and offering competitive compensation, the MERIT Program seeks to address the challenges associated with teacher recruitment and retention, particularly in the wake of the COVID-19 pandemic and anticipated retirements.

Objective Two - Professional Development and Mentorship: Another major goal of the MERIT Program is to provide robust professional development and mentorship opportunities for both teacher residents and mentor teachers. Through structured training sessions, collaborative lesson planning, and ongoing feedback, the program aims to enhance the pedagogical skills and instructional effectiveness of all participants. By fostering a culture of continuous learning and collaboration, the MERIT Program strives to elevate teaching practices within MISD, ultimately leading to improved student outcomes and academic achievement.

2. If needed, use this space to continue the Goals, Objectives and Strategies response. Enter N/A if the additional space is not needed.

Objective Three - Sustainability and Expansion: In addition to addressing immediate staffing needs, the MERIT Program aims to establish a sustainable model for teacher residency and instructional training within MISD. By leveraging grant funds to compensate a dedicated program manager and coordinate essential services, the program lays the groundwork for long-term success and future expansion. Furthermore, by partnering with the University of Texas - Rio Grande Valley (UTRGV) and other stakeholders, the MERIT Program seeks to create a pipeline of highly qualified educators who are committed to serving the diverse needs of the community. Through ongoing evaluation and strategic planning, the program endeavors to adapt and grow in response to evolving educational priorities and workforce demands, ensuring a steady supply of skilled educators for years to come.



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### Program Description PS3014 - Program Narrative

#### D. Performance and Evaluation Measures

1. Describe the performance measures identified for this program which are related to student outcomes and are consistent with the purpose of the program. Include the tools used to measure performance, as well as the processes that will be used to ensure the effectiveness of project objectives and strategies.

Objective 1 Performance Measure: Teacher Recruitment and Retention Rate  
 Measurement Tools: Number of qualified teacher candidates recruited through the MERIT Program and percentage of teacher residents who continue teaching within MISD.  
 Process: Regular tracking of the number of applicants who apply to the MERIT Program and are successfully recruited as teacher residents within MISD and monitoring the retention rates of teacher residents over time and conducting exit interviews to identify factors influencing retention.

Objective 2 Performance Measure: Best Teaching Practices  
 Measurement Tools: Attendance records and feedback surveys for professional development and T-TESS evaluations  
 Process: Regular assessment of attendance and feedback to gauge the level of effectiveness of professional development sessions and conducting observations and evaluations of teacher residents' teaching performance to measure growth.

Objective 3 Performance Measure: Program Continuation Rate  
 Measurement Tools: Percentage of program components sustained beyond the initial implementation period.  
 Process: Evaluation of the continued implementation of program elements beyond the grant period, including the retention of the program manager, ongoing collaboration with UTRGV, and sustained support for mentorship activities.

#### E. Budget Narrative

1. Describe how the proposed budget will meet the needs and goals of the program, including for staffing, supplies and materials, contracts, travel, etc. If applicable, include a high-level snapshot of funds currently allocated to similar programs. Include a short narrative describing how adjustments will be made in the future to meet needs.

The proposed budget for the MERIT Program is designed to effectively meet the needs and goals of the program by allocating resources towards key areas such as staffing, supplies and materials, and travel expenses.

Staffing: A significant portion of the budget is allocated towards salary, benefits, and extra-duty pay for the program manager. This staffing investment is crucial for the successful implementation and coordination of the MERIT Program. The program manager will play a pivotal role in overseeing day-to-day operations, managing program logistics, coordinating with stakeholders, and providing support to teacher residents and mentor teachers. By ensuring competitive compensation and benefits for the program manager, we aim to attract and retain a highly qualified individual who can effectively lead the program towards achieving its objectives.

Supplies and Materials: An allocation is earmarked for supplies and materials necessary for the design and implementation of the sustainable teacher residency. These funds will be utilized to procure essential resources such as educational materials, classroom supplies, technology equipment, and training materials for professional development sessions. By investing in quality supplies and materials, we can create an enriching learning environment for teacher residents and support the delivery of effective instructional practices.

2. If needed, use this space to continue the Budget Narrative response. Enter N/A if the additional space is not needed.

Travel Expenses: To facilitate collaboration and networking opportunities, funds are allocated for in-state travel directly related to the design and implementation of the sustainable teacher residency. These funds will cover expenses such as transportation, lodging, and meals for program staff and stakeholders attending meetings, conferences, site visits, and training sessions.

Adjustments in the Future: As the MERIT Program progresses, adjustments to the budget will be made based on ongoing evaluation, feedback, and evolving program needs. For example:

- If the program manager identifies additional staffing needs or areas for capacity-building, adjustments may be made to allocate resources towards hiring additional personnel or professional development opportunities.
- Based on feedback from teacher residents and mentor teachers, adjustments may be made to the supplies and materials budget to ensure that resources meet instructional needs and support effective teaching practices.
- Flexibility will be maintained within the budget to accommodate unforeseen expenses or emergent priorities, such as changes in program scope or unexpected travel requirements.
- Regular review and monitoring of budget expenditures will enable proactive decision-making to optimize resource allocation and ensure fiscal responsibility.



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## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

#### F. Request for Grant Funds

List all of the allowable grant-related activities for which you are requesting grant funds. Include the amounts budgeted for each activity. Group similar activities and costs together under the appropriate heading. This section takes the place of the budget schedules during the initial submission process. If selected for award, applicants will be required to budget planned expenditures in the budget schedules provided by eGrants during negotiations.

1. Payroll Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$60,475 - salary, benefits and extra-duty pay for the program manager

2. Professional and Contracted Services-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$0

3. Supplies and Materials-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$7,000 - supplies and materials for the design and implementation of the sustainable teacher residency

4. Other Operating Costs-Include a description of the cost(s) and a dollar amount. If you will not be budgeting in this class/object code, please enter "N/A" or "\$0."

\$10,000 - In-state travel directly related to design and implementation of the sustainable teacher residency  
\$2,525 - Indirect costs related to grant activities

5. Total Grant Award Requested- Be sure to include the sum of the amounts in all class/object codes and any administrative costs in this total. Only a dollar amount will be accepted for this answer.

\$80,000





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### Program Description PS3014 - Program Narrative

#### G. TEA Program Requirements

1. 1. Description of instructional and talent development needs and strategies: The program elements describe how teacher residencies will be made sustainable through strategic staffing models where residents support other instructional needs in the district/charter, such as substitute teaching or para-professional responsibilities (among other options). Describe the instructional and talent pipeline needs of your LEA. a. What vacancies (if any) exist in your district? b. What other instructional needs exist? How could residencies address this issue? (e.g., Tutoring support, small group Tier I support, etc.) c. How do paid teacher residencies fit into your broader talent strategy this year? For the next five years?

The MERIT teacher residency program is designed to ensure sustainability through strategic staffing models, particularly in the areas of substitute teaching and para-professional responsibilities. In response to the challenges posed by the COVID-19 pandemic, our district utilized Elementary and Secondary School Emergency Relief (ESSER) funding to augment the number of paraprofessionals in our classrooms. This infusion of additional instructional support greatly enhanced the learning acceleration of our students, providing them with more personalized learning experiences. However, with the withdrawal of ESSER funding and budget constraints, maintaining this increased level of para-professional staffing is no longer feasible.

Through the strategic staffing model embedded within the MERIT program, teacher residents will have the opportunity to learn research-based instructional methods and strategies from their mentor teachers while actively implementing these approaches in small group settings. This symbiotic relationship benefits both the residents, who gain valuable hands-on experience, and the students, who receive targeted support tailored to their individual needs. Additionally, the program will leverage teacher residents as substitute teachers during the second semester, ensuring continuity of instruction and allowing residents to gain practical experience as the primary instructor.

2. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

(continuation from previous paragraph) This becomes especially crucial as we implement high-quality instructional materials, where maintaining consistency in teaching practices is paramount for student success.

Teacher residencies are integral to our broader talent strategy this year as they ensure that future teacher candidates are well-prepared to meet the evolving needs of our district, particularly with the implementation of high-quality instructional materials. Moreover, the program enables us to cultivate and enhance the capacity of our mentor teachers, fostering a culture of continuous improvement and professional growth. Looking ahead to the next five years, we envision the expansion and refinement of the MERIT program to encompass secondary schools, where the recruitment of specialized teacher candidates, especially in subjects such as math and science, has historically been challenging. By expanding the pipeline and refining recruitment strategies, we aim to ensure a steady supply of highly qualified teachers who are equipped to positively impact our students' academic success. Through strategic investments in talent development and program expansion, we are committed to building a resilient and thriving educational ecosystem that empowers both educators and students to excel.

3. 2. Commitment of local resources: Please review the Program Elements section of the program guidelines. How will you, alongside your partner EPP, commit resources and time to 1) the year-long design process and 2) the implementation support year? Please share the following information: a. Who from the district/charter will be leading this work? Is their role a new or existing one? b. How does their role fit into broader talent management at your district? c. How will you track and maintain evidence of this district/charter lead's time? d. What will the person in this role do after the grant ends? How might you fund this role after the grant ends?

In our collaborative efforts with our Educator Preparation Program (EPP) partner to pioneer a novel residency program, we recognize the need for flexibility and agility in our approach. Accordingly, our design year will undergo modifications to accommodate the accelerated pace at which we aim to meet program elements and requirements. Both our district and UTRGV are unwaveringly committed to ensuring the fulfillment of all stipulations, albeit within a condensed time frame. The expeditious nature of our endeavor also necessitates an earlier commencement of our implementation year. Nevertheless, the dedication of both organizations remains steadfast in upholding the program's integrity and efficacy.

Steering this transformative journey are our esteemed leaders: the Director of Human Resources and the Director of Elementary Education. Their established roles within the district seamlessly align with the objectives of our residency program, empowering them to spearhead this initiative with precision and purpose. To facilitate accountability and resource allocation, our district will meticulously track the contributions of each individual involved in the program, employing a combination of district-created forms and comprehensive documentation such as meeting agendas. Even beyond the tenure of grant funding, our program leads will persist in their commitment to nurturing and sustaining this initiative in their current capacities.

4. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

(continuation from previous paragraph) Furthermore, recognizing the imperative for continued growth and adaptability, the Director of Secondary Education will be integrated into the teacher residency leadership team to bolster our collective efforts.

As we transition to utilizing local funds, we remain steadfast in our commitment to valuing the invaluable contributions of our program leaders. Accordingly, stipends will be offered to sustain their dedication and expertise. Moreover, as the program expands and matures, we envisage the creation of a dedicated position within the Human Resources Department. This role will not only oversee the teacher residency program but also facilitate the Teacher Incentive Allotment program, thereby ensuring a holistic and sustainable approach to educational excellence within our district. Through foresight, collaboration, and unwavering commitment, we are poised to embark on a transformative journey that will shape the future of teacher preparation and student success within our community.



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## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

5. 3. Description of partnership foundations: Applicants may have one or more EPP partners from the 2023-2024 Vetted Teacher Residency Program List (link located on TEA Grant Opportunities page). Please list your partner(s) and the following partnership foundations information: a. If applicable, how many years have you been engaged in a residency partnership? If the EPP partnership is new, how did your LEA staff decide to partner with this EPP? b. If applicable, how many residents have you placed each year of that partnership?

Our collaboration with the University of Texas - Rio Grande Valley (UTRGV) marks the dawn of an exciting new chapter in our pursuit of educational excellence. We were drawn to partner with UTRGV due to their proven track record of success with teacher residency programs across our region. Their established reputation for excellence, coupled with their convenient satellite campuses and school buildings in nearby cities, ensures seamless transportation for teacher residents and timely support for both the residents and our school district.

6. c. If applicable, describe your practices for shared governance, or the review of residency program data to inform shared decision-making about teacher candidate and host teacher supports. How often do you meet with your EPP partners to review this data? As a partnership, how do you manage follow-up and response to data? If the partnership is new, describe what plans you and the EPP have for the questions above. d. Describe any other key features of your partnership's progress toward building a residency program.

As pioneers in this burgeoning partnership, we are diligently crafting a comprehensive plan to maximize the potential of our collaboration. Central to this endeavor is determining the optimal number of residents to place within our budgetary constraints, as well as cultivating a cohort of mentor teachers who will play a pivotal role in shaping the next generation of educators. Furthermore, we are actively engaged in devising a robust framework for evaluating the efficacy of our residency program. This includes identifying key metrics to track and establishing a structured meeting schedule to review and analyze program data. By closely monitoring our progress toward predefined goals, we can swiftly adapt our strategies and ensure continuous improvement. Beyond the confines of our immediate collaboration, we aspire to set a precedent for innovative residency programs that transcend traditional boundaries. Through our collective efforts, we aim to develop a tailored residency model that not only meets the unique needs of our district and university but also serves as a beacon of inspiration for educational institutions nationwide. Our commitment to transparency and knowledge-sharing underscores our vision to foster a community of learning and collaboration, where successes are celebrated and lessons learned are shared to catalyze further growth and achievement. Together, we are poised to redefine the landscape of teacher preparation and establish a legacy of excellence.

7. 4. Commitment to shared communication: Describe how you will maintain strong communication throughout the design and implementation of the sustainable teacher residency program with your EPP partners and your technical assistance provider. a. How will you demonstrate evidence of communication and ongoing engagement with your partner and provider? b. If this is an existing partnership, what shared processes or norms do the LEA staff and EPP faculty currently have in place in order to address issues with residency (e.g., challenges for residents, host teachers, school sites, etc.)? c. If this is a new partnership, how does the LEA plan to work with the EPP to manage issues that arise with residency (e.g., challenges for residents, host teachers, school sites, etc.)?

Effective communication is the cornerstone of success in the design and implementation of the sustainable teacher residency program, necessitating strong collaboration among our Educator Preparation Program (EPP) partners and technical assistance provider. Led by our program manager and supported by our dedicated team, we are committed to fostering transparent and efficient communication channels throughout every phase of the initiative. To facilitate this, we will employ various communication mediums such as emails and meticulously curated meeting agendas. These tools will ensure that all stakeholders remain informed and engaged, fostering a sense of cohesion and alignment across the team. Recognizing the importance of feedback in refining our processes, particularly in the nascent stages of our partnership with the EPP (UTRGV), we intend to establish a robust feedback mechanism. This mechanism will enable continuous dialogue and input from all involved parties, allowing us to swiftly address any emerging issues and adapt our strategies as needed. By proactively nurturing a culture of open communication and collaboration, we aim to fortify our partnership with the EPP and ensure the seamless design and implementation of the teacher residency program. Together, we will navigate challenges, leverage opportunities, and ultimately, advance our shared goals in sustainable education.

8. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

N/A

9. 5. If you have previously engaged in Strategic Staffing or previously received Texas COVID Learning Acceleration Supports (TCLAS) Decision 5 or the 23-25 Strategic Staffing grants, describe your plans for this grant. a. What data is driving the decision to engage in another cycle of design and implementation of Strategic Staffing? b. What new instructional needs have arisen? c. What are your goals for this second round of design? The second year of implementation? If your district has not previously engaged in Strategic Staffing, please enter N/A.

N/A



**Organization:** MERCEDES ISD  
**Campus/Site:** N/A  
**Vendor ID:** 1746001718

**County District:** 108907  
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**School Year:** 2023-2024

SAS#: TSSGAA24

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Description PS3014 - Program Narrative

10. If needed, use this space to continue the previous response. Enter N/A if the additional space is not needed.

N/A

11. 6. For districts/charters that have engaged in an Effective Schools Framework (ESF) diagnostic process during or before the 23-24 school year, please provide the year the district went through the diagnostic and the priority focus area in the space below. If your district is also taking part in the 23-24 pilot of Texas Strategic Leadership (TSL), please note this here. If this question does not apply you, please enter N/A.

Our district is currently engaged in an Effective Schools Framework (ESF) diagnostic process during the 2023-2024 school year for our middle and elementary schools however we are still working to identify a focus area.

12. 7. For districts/charters that have engaged in TEA Strong Foundations Implementation during or before the 23-24 school year, please provide the year the district went through the HQIM implementation process. If this question does not apply you, please enter N/A.

N/A however our district will be engaged in TEA Strong Foundations Implementation during the 24-25 school year.



SAS#: TSSGAA24

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 ESC Region: 01  
 School Year: 2023-2024

## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Program Budget BS6001 - Program Budget Summary and Support

Statutory Authority: GAA, Article III, Rider 39, 88th Texas Legislature: Educator Quality and Leadership  
 40. Educator Quality and Leadership.

#### Part 1: Available Funding

[View List of SSA Members](#)

| Available Funding            |                                |
|------------------------------|--------------------------------|
| Description                  | 24-26 Texas Strategic Staffing |
| 1. Fund/SSA Code             | 429                            |
| 2. Planning Amount           |                                |
| 3. Final Amount              |                                |
| 4. Carryover                 |                                |
| 5. Reallocation              |                                |
| <b>Total Funds Available</b> |                                |



Organization: MERCEDES ISD  
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**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6001 - Program Budget Summary and Support**

**Part 2: Budget Summary**

| A. Budgeted Costs                              |                          |  |
|--|--------------------------|--|
| Description                                    | Class/<br>Object<br>Code | 24-26 Texas Strategic Staffing                     |
| 1. Consolidated Administrative Funds           |                          | <input type="radio"/> Yes <input type="radio"/> No |
| 2. Payroll Costs                               | 6100                     |  |
| 3. Professional and Contracted Services        | 6200                     |  |
| 4. Supplies and Material                       | 6300                     |  |
| 5. Other Operating Costs                       | 6400                     |  |
| 6. Debt Services                               | 6500                     |  |
| 7. Capital Outlay                              | 6600                     |  |
| 8. Operating Transfers Out                     | 8911                     |  |
| <b>Total Direct Costs</b>                      |                          |  |
| 9. Indirect Costs                              |                          |  |
| <b>Total Budgeted Costs</b>                    |                          |  |
| <b>Total Funds Available Minus Total Costs</b> |                          |  |
| 10. Payments to Member Districts of SSA        | 6493                     |  |

| B. Pre-Award Costs                      |                          |                                |
|---|--------------------------|--------------------------------|
| Description                             | Class/<br>Object<br>Code | 24-26 Texas Strategic Staffing |
| 1. Payroll Costs                        | 6100                     |                                |
| 2. Professional and Contracted Services | 6200                     |                                |
| 3. Supplies and Material                | 6300                     |                                |
| 4. Other Operating Costs                | 6400                     |                                |
| 5. Debt Services                        | 6500                     |                                |
| 6. Capital Outlay                       | 6600                     |                                |
| 7. Operating Transfers Out              | 8911                     |                                |
| <b>Total Direct Costs</b>               |                          |                                |
| 8. Indirect Costs                       |                          |                                |
| <b>Total Pre-Award Costs</b>            |                          |                                |



**Organization:** MERCEDES ISD  
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**County District:** 108907  
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SAS#: TSSGAA24

**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6001 - Program Budget Summary and Support**

| <b>C. Breakout of Direct Admin Costs</b>                         |                           |                                       |                           |                    |
|--|---------------------------|---------------------------------------|---------------------------|--------------------|
| <b>Enter amounts in Direct Admin Costs fields if applicable.</b> |                           |                                       |                           |                    |
| <b>Description</b>   | <b>Class/ Object Code</b> | <b>24-26 Texas Strategic Staffing</b> |                           |                    |
|  |                           | <b>Program Costs</b>                  | <b>Direct Admin Costs</b> | <b>Total Costs</b> |
| 1. Payroll Costs   | 6100                      |                                       |                           |                    |
| 2. Professional and Contracted Services                          | 6200                      |                                       |                           |                    |
| 3. Supplies and Material   | 6300                      |                                       |                           |                    |
| 4. Other Operating Costs   | 6400                      |                                       |                           |                    |
| 5. Debt Services   | 6500                      |                                       |                           |                    |
| 6. Capital Outlay  | 6600                      |                                       |                           |                    |
| 7. Operating Transfers Out                                       | 8911                      |                                       |                           |                    |
|  | <b>Total</b>              |                                       |                           |                    |



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**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6101 - Payroll Costs**

**Part 1: Total Payroll Costs**

| Payroll costs entered on BS6001 |                                |
|---------------------------------|--------------------------------|
| Total Payroll Costs             | 24-26 Texas Strategic Staffing |
|                                 |                                |

**Part 2: Number and Type of Positions**

| A. Administrative Support or Clerical Staff                       |                                |
|---|--------------------------------|
| Position Type   | 24-26 Texas Strategic Staffing |
| 1. Administrative support or clerical staff (integral to program) |                                |

| B. LEA Positions  |                                |
|---|--------------------------------|
| Position Type   | 24-26 Texas Strategic Staffing |
| 1. Professional staff   | <input type="checkbox"/>       |
| 2. Paraprofessionals  | <input type="checkbox"/>       |
| 3. Administrative support or clerical staff (paid by LEA indirect cost) | <input type="checkbox"/>       |

| C. Campus Positions   |                                |
|---|--------------------------------|
| Position Type   | 24-26 Texas Strategic Staffing |
| 1. Professional staff   | <input type="checkbox"/>       |
| 2. Paraprofessionals  | <input type="checkbox"/>       |
| 3. Administrative support or clerical staff (paid by LEA indirect cost) | <input type="checkbox"/>       |

**Part 3: Substitute, Extra-Duty, Benefits**

| Substitute, Extra-Duty, Benefits  |                          |
|---|--------------------------|
| 1. For schoolwide personnel (includes staff salary, extra-duty pay/beyond normal hours, and substitutes for staff positions at schoolwide campuses) | <input type="checkbox"/> |
| 2. Extra duty pay/beyond normal hours for positions not indicated above   | <input type="checkbox"/> |
| 3. Substitutes for public and charter school teachers not indicated above   | <input type="checkbox"/> |
| 4. Stipends for positions not indicated above   | <input type="checkbox"/> |

**Part 4: Confirmation of Payroll Requirements**

| Confirmation of Payroll Requirements   |  |
|--|--|
| 1. <input type="checkbox"/> The grantee certifies the federally funded portion of this position and duties are reasonable, necessary, allowable and allocable under the applicable federal fund source. The grantee further certifies that it is in compliance with the federal supplement, not supplant provision applicable to each federal fund source. The grantee assures the grant-funded portion of this position and duties meet the purpose, goals, and objectives of the federal fund source. Documentation must be maintained locally by the grantee that clearly demonstrates the allowable and supplemental nature of the position, as required by each federal fund source, and will provide such documentation to TEA upon request. |  |



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**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6201 - Professional and Contracted Services**

**Part 1: Professional and Contracted Services**

| Budgeted Costs  |                      |                                |
|---|----------------------|--------------------------------|
| Description   | Class/Object Code    | 24-26 Texas Strategic Staffing |
| 1. Rental or Lease of Buildings, Space in Buildings, or Land      | 6269                 |                                |
| 2. Professional and Consulting Services                           | 6219<br>6239<br>6291 |                                |
| <b>Subtotal Professional and Contracted Services Costs</b>        |                      |                                |
| <b>Remaining 6200 Costs That Do Not Require Specific Approval</b> |                      |                                |
| <b>Total Professional and Contracted Services Costs</b>           |                      |                                |

**Part 2: Direct Administrative Costs**

Part 2 Breakout of Direct Administrative Costs is hidden because it does not apply to the funding source(s) for this grant application.

**Part 3: Itemized Professional and Consulting Services**

| Itemized Professional and Consulting Service (6219, 6239, 6291)                    |                                |
|--|--------------------------------|
| Description  | 24-26 Texas Strategic Staffing |
| 1. Service: <input type="text"/>   |                                |
| Specify Purpose: <input type="text"/>  |                                |
| <input type="button" value="Add Item"/> <input type="button" value="Delete Item"/> |                                |
| <b>Total Professional and Consulting Services Costs</b>                            |                                |





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**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6401 - Other Operating Costs**

**Part 1: Other Operating Costs**

| Budgeted Costs  |                          |                                |
|---|--------------------------|--------------------------------|
| Description   | Class/<br>Object<br>Code | 24-26 Texas Strategic Staffing |
| 1. <b>Out-of-State Travel for Employees</b><br>LEA must keep documentation locally.   | 6411                     |                                |
| 2. <b>Travel for Students to Conferences (does not include field trips)</b><br>Requires pre-authorization in writing.   | 6412                     |                                |
| 3. <b>Educational Field Trips</b><br>LEA must keep documentation locally.   | 6412<br>6494             |                                |
| 4. <b>Stipends for Non-employees other than those included in 6419</b><br>Requires pre-authorization in writing.  | 6413                     |                                |
| 5. <b>Travel Costs for Officials such as Executive Director, Superintendent, or Board Members</b><br>Allowable only when such costs are directly related to the grant. If Out-of-State Travel, LEA must keep documentation locally. | 6411<br>6419             |                                |
| 6. <b>Non-Employee Costs for Conference</b><br>Requires pre-authorization in writing.   | 6419                     |                                |
| 7. <b>Hosting Conferences for Non-Employees</b><br>LEA must keep documentation locally.   | 64xx                     |                                |
| <b>Subtotal Other Operating Costs</b>   |                          |                                |
| <b>Remaining 6400 Costs That Do Not Require Specific Approval</b>   |                          |                                |
| <b>Total Other Operating Costs</b>  |                          |                                |

**Part 2: Direct Administrative Costs**

Part 2 Breakout of Direct Admin Costs is hidden because it does not apply to the funding source(s) for this grant application.



**Organization:** MERCEDES ISD  
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**2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program**

**Program Budget  
 BS6501 - Debt Services**

**Part 1: Subscription-Based Information Technology Arrangement (SBITA) and Capital Lease Liability Costs**

| Budgeted Costs                         |                    |                                |
|--|--------------------|--------------------------------|
| Description                            | Class/ Object Code | 24-26 Texas Strategic Staffing |
| 1. SBITA Liability - Principal         | 6514               |                                |
| 2. SBITA Liability - Interest          | 6526               |                                |
| 3. Capital Lease Liability - Principal | 6512               |                                |
| 4. Capital Lease Liability - Interest  | 6522               |                                |
| 5. Interest on Debt                    | 6523               |                                |
| <b>Total Debt Service Costs</b>        |                    |                                |

**Part 2: Description of SBITA**

**Subscription**

1. SBITA Description:

Subscription Cost:

Fund Source:  Select One ▼ Contract Start Date:  Contract End Date:

**Part 3: Description of Property**

**Property**

1. Property Description:

Property Value:

Fund Source:  Select One ▼ Contract Start Date:  Contract End Date:



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2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

Program Budget  
BS6601 - Capital Outlay

Part 1: Capital Expenditures

| Budgeted Costs   |                                |
|--|--------------------------------|
| Description  | 24-26 Texas Strategic Staffing |
| 1. Library Books and Media (Capitalized and Controlled by Library)   |                                |
| 2. Capital Expenditures for Additions, Improvements, or Modifications to Capital Assets Which Materially Increase Their Value for Useful Life (not ordinary repairs and maintenance) |                                |
| 3. Furniture, Equipment, Vehicles or Software Costs for Items in Part 2  |                                |
| <b>Total Capital Outlay Costs</b>  |                                |

Part 2: Furniture, Equipment, Vehicles or Software

**Items**

1. Generic Description:  Number of Units:

Fund Source:  Total Costs:

Describe how the item will be used to accomplish the objective of the program:

Add Item Delete Item



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## 2024-2026 Texas Strategic Staffing Grant for Sustainable, Paid Teacher Residency Program

### Provisions Assurances CS7000 - Provisions, Assurances and Certifications

| Provisions, Assurances and Certifications   |  |
|---|--|
| 1. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General and Fiscal Guidelines.   | General and Fiscal Guidelines              |
| 2. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program Guidelines.  | Program Guidelines                         |
| 3. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all General Provisions and Assurances requirements.  | General Provisions and Assurances          |
| 4. <input checked="" type="checkbox"/> I also certify my acceptance and compliance with all Debarment and Suspension Certification requirements.<br>I certify I am not debarred or suspended.   | Debarment and Suspension Certification     |
| 5. Choose the appropriate response for Lobbying Certification:  |  |
| a. <input checked="" type="checkbox"/> I certify this organization does not spend federal appropriated funds for lobbying activities and certify my acceptance and compliance with all Lobbying Certification requirements.   | Lobbying Certification                     |
| b. <input type="checkbox"/> This organization spends non-federal funds on lobbying activities and has attached the required OMB Disclosure of Lobbying Activities form, as described below.   |  |
| Instructions for completing and attaching the <a href="#">Disclosure of Lobbying Activities</a> form. <ul style="list-style-type: none"> <li>• Print and sign the form.</li> <li>• Scan the signed form and save it to your desktop.</li> <li>• Click the <b>Attach Files</b> icon on the Table of Contents page to attach your signed form to this eGrants application.</li> </ul> |  |
| 6. <input checked="" type="checkbox"/> I certify my acceptance and compliance with all Program-Specific Provisions and Assurances requirements.   | Program-Specific Provisions and Assurances |

# SSA Funding Report

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| Region        | County District | Organization | ADC Submitted Date |        |        |        |        |        |        |        |        |
|---------------|-----------------|--------------|--------------------|--------|--------|--------|--------|--------|--------|--------|--------|
|               |                 |              |                    | R:     | R:     | R:     | R:     | R:     | R:     | R:     | R:     |
| <b>Total:</b> |                 |              |                    | R: \$0 | R: \$0 | R: \$0 | R: \$0 | R: \$0 | R: \$0 | R: \$0 | R: \$0 |